



July 28, 2022

Dear Senators:

Together we, the signatories of this letter, write in support of the Respect for Marriage Act (H.R. 8404/S. 4556) representing a diversity of industries and brands that do business, serve customers and create jobs in nearly every community in the United States. Fairness, equal treatment, and opportunity are central to our corporate values because we care about our employees and the customers we serve. Americans from all walks of life, across demographics, geographies, and party lines agree that loving, committed couples have the right to be respected and protected under the law. Support for marriage equality for same-sex couples and interracial couples is at an all-time high -- with vast majorities of the public supporting these policies. As many of us highlighted in [our support](#) for Marriage Equality in 2015, a patchwork of inconsistent and discriminatory state marriage laws goes against our company values and makes it harder for us to do business and to recruit and retain top talent.

**This is why we support the passage of the Respect for Marriage Act.** Codifying a consistent and inclusive federal standard conferred by the *Loving*, *Windsor*, and *Obergefell* rulings will help to ensure marriage equality, eliminate confusion for employers and enable us to retain and attract talent. No person, including same-sex couples and interracial couples protected by this bill, should fear their marriage will not be recognized by the federal government or their employment benefits threatened.

Our businesses strongly embrace diversity and inclusion because we want everyone who works for us or does business with us to feel included and welcomed as their true, authentic selves. Inclusive business practices improve our bottom lines and lead to more productive and engaged employees, increased customer satisfaction, and, ultimately, improved competitiveness and financial performance.

Our employees are the foundation of our companies - they drive our ability to successfully do business, invest in communities around the country, and create the products and services we proudly offer. As business leaders committed to inclusion and equality for our employees, their families, and the communities we serve, **we call on the Senate to pass the Respect for Marriage Act.**

Signed:

Abercrombie & Fitch Co.  
Accenture  
Airbnb  
Alaska Airlines  
Altria Group  
Amalgamated Bank

Google  
H&R Block  
Harley-Davidson Motor Company  
Hewlett Packard Enterprise  
HP  
Hyatt

Red Hat, Inc.  
Redfin  
REI Co-op  
Rockwell Automation  
Royal Bank of Canada  
Salesforce

Amazon.com, Inc.	IAC	SAP America, Inc.
American Airlines	IBM	Saul Ewing Arnstein & Lehr LLP
American Honda Motor Co., Inc.	IFF	Shipt
Apple	IHG Hotels & Resorts	Shutterstock
Applied Materials, Inc.	IKEA Retail US	Siemens Healthineers
Asana, Inc.	Intel	Sony Corporation of America
AT&T, Inc.	IRI (Information Resources, Inc.)	Sony Electronics Inc
Autodesk, Inc.	Jacobs	Sony Music Group
Bain & Company	Johnson & Johnson	Sony Pictures Entertainment
Bank of America	JPMorgan Chase	Southwest Airlines Co.
BASF Corporation	Kearney	Standard Chartered Bank USA
Bayer U.S. LLC	Kellogg Company	Stanley Black & Decker
BCW	KIND LLC	Starbucks
Berkshire Bank	KPMG LLP	Sunrun, Inc
Best Buy Co., Inc.	Levi Strauss & Co.	Sustainable Food Policy Alliance
Bloomberg LP	Liberty Mutual Insurance	Synchrony
Boehringer Ingelheim USA	LinkedIn	T-Mobile
Boston Beer Company	Logitech	Target
Boston Consulting Group	Lowenstein Sandler	Tesla, Inc.
Boston Scientific Corp.	Lush Cosmetics - North America	The Clorox Company
Braze, Inc.	Lyft, Inc.	The Goldman Sachs Group, Inc.
Bridgestone Americas	Macy's, Inc.	The J.M. Smucker Co.
Cardinal Health	Marriott International	The Knot Worldwide
Cargo Transporters, Inc.	Mars, Incorporated	The PNC Financial Services Group, Inc.
Carlyle	Marsh McLennan	The Walt Disney Company
Celanese Corporation	Match Group	Thermo Fisher Scientific Inc.
Chobani, LLC	Medtronic	TIAA
Citigroup, Inc.	Meta Platforms, Inc.	Tiffany & Co.
Comcast NBCUniversal	Michael Page International	Toyota North America
Constellation Energy Corporation	Micron Technology, Inc.	TPG
Cox Enterprises	Microsoft Corporation	Tripadvisor
CVS Health	Mitchell Gold + Bob Williams	Twitter
Daniel J. Edelman, Inc.	Molson Coors Beverage Company	U.S. Bank
Danone North America	Mondelez International	UKG
Deckers Brands (UGG, HOKA, Teva, Sanuk and Koolaburra by UGG)	Morgan Stanley	Unilever United States
Dell Technologies	Motive	United Airlines
Delta Air Lines	National Grid	Universal Music Group
Deutsche Bank USA Corp.	Nestlé USA	Upwork
DoorDash	New Belgium Brewing	Verizon
Dow	New York Life	Vertex Pharmaceuticals
DuPont de Nemours, Inc.	NIKE, Inc.	VF Corporation
Ecolab	Nordstrom, Inc.	Via Transportation
Equitable	Okta	VMLY&R
Ernst & Young, LLP	Oracle	VMware
Equinix	Owens Corning	Walgreens Boots Alliance
	Patagonia	Warner Music Group

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Exelon  
General Mills  
General Motors  
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GitHub

PayPal  
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Xperi Holding Corporation  
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